

**WHAT IS CLAIMED IS:**

1. A method for managing personnel planning factors, said method comprising:
  - receiving planning factor data from a user, the planning factor data corresponding to one or more employees;
  - storing the planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the employees;
  - storing actual employment data for each of the employees in the employee profile data areas;
  - analyzing the planning factor data; and
  - copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.
2. The method as described in claim 1 further comprising:
  - determining budget planning data for a group of employees;
  - storing the determined budget planning data;
  - comparing the budget planning data with the planning factors corresponding to the group of employees; and
  - revising the planning factors data corresponding to at least one employee selected from the group of the employees in response to the comparison.
3. The method as described in claim 1 further comprising:
  - selecting one of the employees;
  - comparing actual data corresponding to the selected employee with actual employment data corresponding to one or more other employees; and

6 revising the planning factors data corresponding to the  
7 selected employee in response to the comparison.

1 4. The method as described in claim 3 wherein the actual data  
2 includes performance evaluation data and wherein the  
3 planning factors include compensation planning data.

1 5. The method as described in claim 1 further comprising:  
2 displaying a summary of actual employment data and planning  
3 factors data for a group of employees, wherein the  
4 group of employees corresponds to a manager on a  
5 display device;  
6 displaying one or more first summary options corresponding  
7 to the displayed summary on the display device;  
8 receiving a summary option selection corresponding to one  
9 of the first summary options from the user;  
10 summarizing the actual employment data and planning factors  
11 data for the group of employees in response to the  
12 received summary option creating a new summary;  
13 determining one or more second summary options  
14 corresponding to the new summary;  
15 displaying the new summary and the second summary options  
16 on the display device; and  
17 receiving a second summary option corresponding to one of  
18 the second summary options from the user.

1 6. The method as described in claim 1 wherein the analysis is  
2 selected from the group consisting of risk assessment  
3 analysis, compensation analysis, and performance analysis.

1 7. The method as described in claim 1 further comprising:

2 copying one or more compensation planning factors from at  
3 least one of the employee profile data areas to the  
4 actual employment data corresponding to the employee  
5 profile data; and  
6 clearing the copied compensation planning factors.

1 8. An information handling system comprising:

2 one or more processors;

3 a memory accessible by the processors;

4 one or more nonvolatile storage devices accessible by the  
5 processors; and

6 a personnel planning factors tool to manage employee

7 planning factors, the dynamic packaging tool

8 including:

9 means for receiving planning factor data from a user,

10 the planning factor data corresponding to one or  
11 more employees;

12 means for storing the planning factor data in employee  
13 profile data areas, wherein each employee profile

14 data area corresponds to one of the employees;

15 means for storing actual employment data for each of

16 the employees in the employee profile data areas;

17 means for analyzing the planning factor data; and

18 means for copying one or more planning factors from at

19 least one of the employee profile data areas to

20 the actual employment data corresponding to the

21 employee profile data areas.

1 9. The information handling system as described in claim 8

2 further comprising:

3 means for determining budget planning data for a group of  
4 employees;

5 means for storing the determined budget planning data;

6 means for comparing the budget planning data with the

7 planning factors corresponding to the group of

8 employees; and

9 means for revising the planning factors data corresponding

10 to at least one employee selected from the group of

11 the employees in response to the comparison.

10. The information handling system as described in claim 8  
further comprising:

means for selecting one of the employees;

means for comparing actual data corresponding to the

selected employee with actual employment data

corresponding to one or more other employees; and

means for revising the planning factors data corresponding

to the selected employee in response to the

comparison.

11. The information handling system as described in claim 10

wherein the actual data includes performance evaluation

data and wherein the planning factors include compensation

planning data.

12. The information handling system as described in claim 8

further comprising:

means for displaying a summary of actual employment data

and planning factors data for a group of employees,

5           wherein the group of employees corresponds to a  
6           manager on a display device;  
7       means for displaying one or more first summary options  
8           corresponding to the displayed summary on the display  
9           device;  
10       means for receiving a summary option selection  
11           corresponding to one of the first summary options from  
12           the user;  
13       means for summarizing the actual employment data and  
14           planning factors data for the group of employees in  
15           response to the received summary option creating a new  
16           summary;  
17       means for determining one or more second summary options  
18           corresponding to the new summary;  
19       means for displaying the new summary and the second summary  
20           options on the display device; and  
21       means for receiving a second summary option corresponding  
22           to one of the second summary options from the user.

1   13.   The information handling system as described in claim 8  
2       further comprising:  
3       means for copying one or more compensation planning factors  
4           from at least one of the employee profile data areas  
5           to the actual employment data corresponding to the  
6           employee profile data; and  
7       means for clearing the copied compensation planning  
8       factors.

- 1 14. A computer program product stored in a computer operable  
2 media for managing employee planning factors, said computer  
3 program product comprising:  
4 means for receiving planning factor data from a user, the  
5 planning factor data corresponding to one or more  
6 employees;  
7 means for storing the planning factor data in employee  
8 profile data areas, wherein each employee profile data  
9 area corresponds to one of the employees;  
10 means for storing actual employment data for each of the  
11 employees in the employee profile data areas;  
12 means for analyzing the planning factor data; and  
13 means for copying one or more planning factors from at  
14 least one of the employee profile data areas to the  
15 actual employment data corresponding to the employee  
16 profile data areas.
- 1 15. The computer program product as described in claim 14  
2 further comprising:  
3 means for determining budget planning data for a group of  
4 employees;  
5 means for storing the determined budget planning data;  
6 means for comparing the budget planning data with the  
7 planning factors corresponding to the group of  
8 employees; and  
9 means for revising the planning factors data corresponding  
10 to at least one employee selected from the group of  
11 the employees in response to the comparison.

- 1 16. The computer program product as described in claim 14  
2 further comprising:  
3 means for selecting one of the employees;  
4 means for comparing actual data corresponding to the  
5 selected employee with actual employment data  
6 corresponding to one or more other employees; and  
7 means for revising the planning factors data corresponding  
8 to the selected employee in response to the  
9 comparison.
- 1 17. The computer program product as described in claim 16  
2 wherein the actual data includes performance evaluation  
3 data and wherein the planning factors include compensation  
4 planning data.
- 1 18. The computer program product as described in claim 14  
2 further comprising:  
3 means for displaying a summary of actual employment data  
4 and planning factors data for a group of employees,  
5 wherein the group of employees corresponds to a  
6 manager on a display device;  
7 means for displaying one or more first summary options  
8 corresponding to the displayed summary on the display  
9 device;  
10 means for receiving a summary option selection  
11 corresponding to one of the first summary options from  
12 the user;  
13 means for summarizing the actual employment data and  
14 planning factors data for the group of employees in

15           response to the received summary option creating a new  
16           summary;  
17       means for determining one or more second summary options  
18           corresponding to the new summary;  
19       means for displaying the new summary and the second summary  
20           options on the display device; and  
21       means for receiving a second summary option corresponding  
22           to one of the second summary options from the user.

19. The computer program product as described in claim 14  
wherein the analysis is selected from the group consisting  
of risk assessment analysis, compensation analysis, and  
performance analysis.
20. The computer program product as described in claim 14  
further comprising:  
means for copying one or more compensation planning factors  
from at least one of the employee profile data areas  
to the actual employment data corresponding to the  
employee profile data; and  
means for clearing the copied compensation planning  
factors.